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UNION YES!



DANONE
NORTH AMERICA
Salt Lake City

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the PRESIDENT'S MESSAGE

Making Good on our CONVENTION Agenda

Two months ago, delegates to the 41st Constitutional Convention of the BCTGM came together in solidarity and unity to set this Union's agenda for the next four years.

Since that time, I have been working tirelessly with Secretary-Treasurer David Woods, our Regional International Vice Presidents and International staff to bring that Convention agenda to life.

ORGANIZING: The BCTGM is organizing all around the country and hitting the streets to talk to workers in non-union workplaces about the benefits of joining the BCTGM. At our Convention, all Local Unions pledged to make organizing one of their top priorities. And many are already making good on that promise.

A special welcome goes out to Danone workers in Salt Lake City, Utah who recently voted to become members of the BCTGM Local 401! Welcome to the BCTGM Family!

Just take a look around: Workers are organizing everywhere. Recent polls tell us that more than 70% of American workers would join a Union if they could. We are doing our best to make sure that workers in our industries get that chance. We may not win all of our organizing attempts, but we will only be successful if we try.

STRIKES: Throughout the Convention, we heard from our brave members who went on strike against Frito Lay, Nabisco, Kellogg's and Jon Donaire. Our members struck to rid themselves of "suicide shifts", grueling schedules, burdensome health care expenses and a complete lack of respect from these companies that once called them "essential".

Similar fights have continued into 2022. Our members at Ingredion in Cedar Rapids, Iowa and at Hormel/Corn Nuts in Fresno, California both went on strike in August to combat outsourcing, drastic changes to benefits and unfair treatment.


Just as they did in 2021, our members across North America have offered their support to their brothers and sisters in Cedar Rapids and Fresno. We are doing all we can to support these strikes and will continue to assist our Local Unions that fight back against this corporate greed.

SERVICING: While we move forward on our organizing and Union member education goals that we set at the Convention, we remain deeply committed to keeping our roots grounded in servicing all of our members. If we're building this Union together, we need to stay connected. We will only achieve this by visiting shops, talking to the hard-working members of this Union.

We have been visiting Local Unions, touring plants and meeting with members from coast to coast. We want to know what issues you are dealing with in your workplaces and how the International Union can help.


These past few months since being re-elected have been both challenging and rewarding. We will continue to learn and fight for this membership to the very best of our ability.

— Anthony Shelton, BCTGM International President



BCTGM

News




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Pictured here with the “Worker Champion” award are L. 37 members (left to right) Maria Palomo, Rosa Medina, Lourdes Chavez, Esther Roiz, Rosa Martinez, labor activist Dolores Huerta and Elvia Cosina.

Jon Donaire Strikers Recognized as “Worker Champions”

On September 10th, the Labor Community Services division of the Los Angeles County Federation of Labor honored Local 37 (Los Angeles, Calif.) members from Jon Donaire for their heroism during their 113-day strike.

Union members were presented with the “Workers Champion Award” during the Dolores Huerta Spirit Awards. The annual event, named after the co-founder of the United Farm Workers, celebrates the accomplishments of workers throughout Southern California. The award is the highest honor given by the organization.

“I feel lucky and proud to stand beside these strong, determined working women as they are honored for their bravery,” says International Representative Karrie Setters, who led the Jon Doanire negotiating committee and helped workers reach the final settlement in February. Setters accompanied the Local 37 members to the banquet and accepted the award on behalf of all Jon Donaire members.

The members were honored to meet Dolores Huerta, who is considered one of the most influential labor activists of the 20th century.

At 89, Huerta has spent most of her life as an activist, fighting for better working conditions for farmworkers and the rights of the downtrodden. In 1972, during César Chávez’s 25-day fast in Phoenix, Arizona, Dolores Huerta authored the slogan, “Sí se puede!” (YES WE CAN!). The phrase helped inspire the Jon Donaire workers throughout the strike.

The Jon Donaire workers were honored to spend the evening with civil rights icon Dolores Huerta, who authored the phrase “Sí se Puede!” working with Cesar Chavez in 1972.



L. 37 members and Jon Donaire workers pay solidarity forward as they visit the picket line of striking Local 85 (Sacramento, Calif.) members at Corn Nuts in Fresno, Calif.





A combined training was held for shop stewards from L. 37 (Los Angeles, Calif.), L. 31 (Long Beach, Calif.) and L. 83 (Buena Park, Calif.)

Building a Union of Educated Shop Stewards



The strongest, best serviced Local Unions all have one thing in common: strong, educated and active shop stewards.

For many new workers, the first contact they have with their shop steward influences what they think of the Union as a whole. If workers have a good first experience with their shop steward, their view of the Union will be strong and positive.

Through the BCTGM's extensive steward training programs, the BCTGM International Union is creating one of best educated Unions in the labor movement.

Educated stewards can handle grievances promptly and efficiently. Well-respected stewards can educate newcomers on the

Local 70 (Grand Rapids, Mich.)



L. 70 stewards from Kellogg's successfully completed a two-day program.



More than 40 L. 70 stewards from Hearthside and Roskam attended the training.

Local 50G (Omaha, Neb.)



contract and guide them to become strong trade-unionists. Simply stated, well-informed, educated and enthusiastic stewards are the bedrock of a successful Local Union.

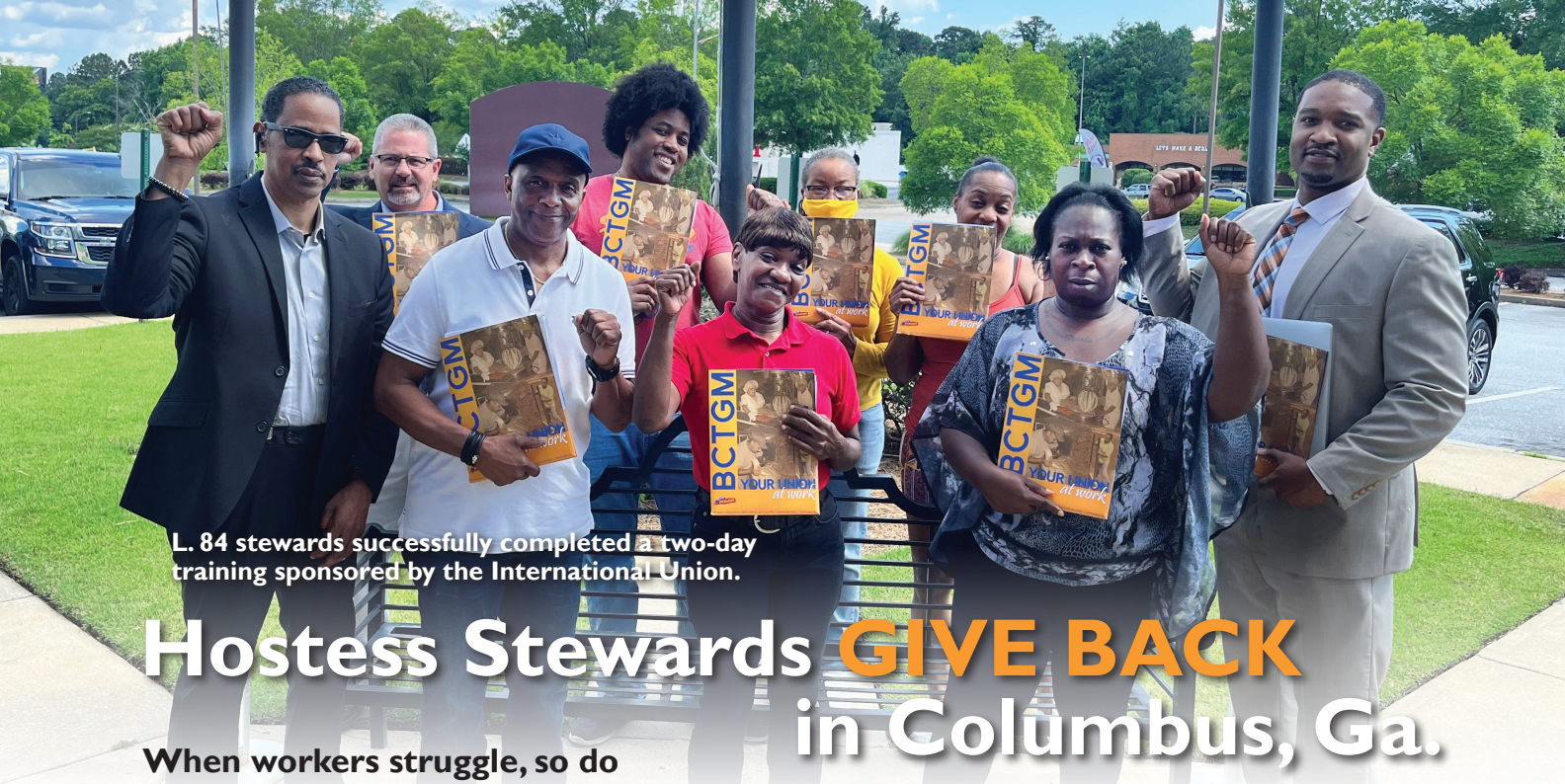
Once BCTGM stewards have completed training offered by the International Union, they are better able to deal with the many workplace challenges of being a steward. They are also able to see how their position as

steward is so important to the functioning of the entire International Union.

“When shop stewards take care of business, the membership is stronger and the Local Union is stronger for it. This is why we make steward training such an important component of our education program,” says BCTGM Director of Research and Education Matthew Clark.

Local 68 (Baltimore, Md.)





L. 84 stewards successfully completed a two-day training sponsored by the International Union.

Hostess Stewards **GIVE BACK** in Columbus, Ga.

When workers struggle, so do communities, and vice versa. This is why BCTGM Local Unions work hand-in-hand with communities where our members live to create endeavors outside of the workplace that uplift and support working families.

In Columbus, Ga. when they aren't working 12-hour shifts, six days a week at the Hostess plant, Local 84 (Columbus, Ga.) stewards are going the extra mile to give back to those in Columbus who need it most.

Local 84 stewards recently attended an intensive two-day shop stewards training where they learned the legal rights and responsibilities of stewards, how to investigate and write a grievance, health and safety, internal organizing and more.

Outside the plant, the stewards also take an active leadership role in the community.

On August 23, Local 84 partnered with the historic Mildred L. Terry Public Library in Columbus to host a back-to-school bookbag and school supply give-away for school children. This was the first back-to-school event for Columbus children since before the pandemic began in 2020.

The Local 84 stewards, together with Southern Region International Vice President Zach Townsend and International Representative Darrell Copeland, raised money and collected donations to distribute more than 40 backpacks and school supplies to more than 25 families enrolled in the Georgia Department of Education Title 1 program.

In addition to the backpack giveaway, the kids enjoyed a pizza party, signed up for library cards and played board games. During the special day, the Local 84 stewards shared positive stories from their own childhood with the kids and offered words of encouragement for the academic year ahead.

"The Hostess stewards go above and beyond what is expected of them as individuals," says International Representative Copeland. "These stewards are true leaders both inside the bakery and outside in the Columbus community."

L. 84 stewards (left to right) Michael Wilson, Meleesa Geathers and Tommie Milner proudly distribute more than 40 backpacks and school supplies to local children.



Local 264 Members Welcome Ukraine Refugees

At Voortman's Bakery in Burlington, Ontario, BCTGM Local 264 (Toronto, Ontario) members warmly welcomed a small group of Ukrainian refugees who came to work at the bakery.

Over the months since the war in Ukraine began, Canada has welcomed more than 82,000 Ukrainians fleeing their country, allowing them to make a fresh start in Canada.

In the bakery, word spread quickly about the most pressing needs of the newly arrived Ukrainian workers. From clothing, bedding, furniture and other home necessities, to transportation to and from the bakery, Local 264 members stepped up to help the new Union members settle into the community and their workplace.

"Local 264 members at Voortman's Bakery rallied around these new workers and showed the true meaning of Union Sister and Brotherhood,"

says Local 264 Business Agent Bill Hegedus.

"I want to thank every Local 264 member at Voortman's Bakery for the kindness they extended to the Ukrainian refugees as they begin a new life in Canada as members of BCTGM Local 264," concludes Hegedus.



Pictured here are (left to right) L. 264 Bus. Agt. Bill Hegedus, members Tetiana Medianyik, Kira Arkhyenko, Inna Tryhub, Mariana Yurchenko and Chief Steward Parker Howard.

Local 334 Proudly Negotiates Quality Contracts for Maine Members

In Portland, Maine, Local Union leaders of Local 334 are proud of the quality collective bargaining agreements that they have negotiated in 2022.

The Local negotiated a first contract with Homestead Baking in Providence, Rhode Island that included an increase in workers' pension benefits as well as an increase in wages over the three-year term. Local 334 negotiating committee member Luis Andrade was instrumental in helping with contract language, according to Local 334 Secretary-Treasurer Jim Anderschat.

The Local reached a new five-year collective bargaining agreement with Rohtsteins Baking in Woburn, Massachusetts. Maintenance of benefits was achieved along with wage increases each year of the contract. Rohtsteins baker, Ron Iannacci, assisted Local 334 Business Agent John Jordan and Secretary-Treasurer Anderschat in securing the new pact.

Finally, it took several weeks and meetings to finalize a three-year deal with Tate & Lyle Starch Company in Houlton, Maine. According to Secretary-Treasurer Anderschat, "The committee

spent countless hours improving language in the contract. In the end, negotiators were able to achieve workplace security and outsourcing protections." Local 334 members at Tate & Lyle overwhelmingly voted to ratify the contract that included significant wage increases over the term of the agreement.



The L. 334 Tate & Lyle negotiating committee included (seated, from left) Lester Little, L. 334 Bus. Agt. John Jordan (standing) Kurtis Tarr, Jim Hunt and Brandon Bridges.

Danone Workers in Salt

On September 6 and 7, workers at Danone's milk processing facility in Salt Lake City, Utah overwhelmingly voted to join Local 401 (Salt Lake City).

The facility, which produces Horizon milk products, employs nearly 100 workers in production, maintenance, shipping and quality control.

In addition to Danone workers in Salt Lake City, the BCTGM has organized five other Danone facilities in the United States within the last 20 years. The BCTGM represents

Danone workers in Minster, Ohio (Local 19); West Jordan, Utah (Local 401); DuBois, Pennsylvania (Local 6); and Bridgton, New Jersey (Local 6). With the addition of the Salt Lake City plant, all of Danone's facilities in the United States are now Unionized.

Danone is one of the largest food and beverage companies in the world. Danone is best known for its line of yogurts including Dannon, Oikos, Activia and Dannables, as well as Horizon milk, International Delight creamers and non-dairy alternatives, including So Delicious and Silk.

The organizing campaign in Salt Lake City began in the spring of 2022 when



▲ Stewards from the Salt Lake City BIMBO Bakeries USA plant helped throughout the organizing drive. Pictured here are stewards Dustin Phelps, Lucia Olmos, L. 401 retiree Thomas Johnson, steward Justin Hall and Chf. Steward Samir Mahmytova.



▲ L. 401 Bimbo Bakeries Steward Lucia Olmos hands out fliers outside the Danone plant.



Lake City Join BCTGM

Local 401 officers, with assistance from the International Union, began talking with Danone workers to learn about their concerns and challenges in the facility. It wasn't long before workers within the facility began spreading the word about the benefits of joining the BCTGM.

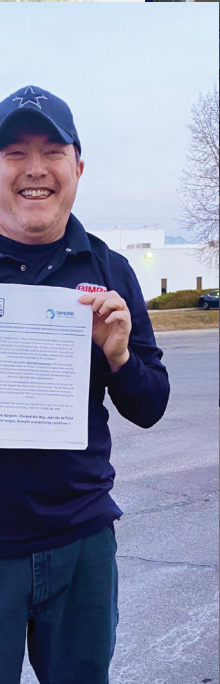
The BCTGM International Union and Danone are signatories to a "neutrality agreement". This agreement, negotiated between the company and the Union, states that Danone managers will strictly follow all U.S. labor laws, will not speak negatively about the Union, will post notices declaring the company's neutrality in workers'

organizing efforts, and allow the Union two weeks access to the company property where organizers can freely speak with workers before the Union election.

Assisting Local 401 President Floyd Hoggan in the successful campaign was BCTGM Western Region International Vice President Shad Clark, Director of Organization John Price, International Representative Karrie Setters and Business Agent/Organizers Andrew Gutierrez and Adam Townson. In addition, Local 401 stewards and retirees from the Bimbo Bakeries USA Salt Lake City plant volunteered to help in the organizing effort.



◀ L. 401 volunteers and organizers maintained an informational table outside the plant.



◀ L. 401 Pres. Floyd Hoggan was available to answer workers' questions every day outside the plant.

Intl. Dir. of ▶ Organization John Price (right) and Bus. Agt./Organizer Andrew Gutierrez meet workers outside the Salt Lake City plant.





Sugar Beet Season Kicks off for Michigan Sugar Co.

L. 260G member Todd Holzhei, Pres. Randy Joles and member Robert Sherman.

BCTGM members and the Michigan Sugar Company kicked off the 2022 sugar beet harvest in August.

There are nearly 900 grower-owners expected to dig about 150,000 acres over the course of the season that will be processed in plants operated by BCTGM members.

Members of Local 260G (Caro, Mich.), Local 261G (Sebewaing, Mich.), Local 262G (Croswell,

Mich.) and Local 263G (Bay City, Mich.) at Michigan Sugar will slice millions of tons of sugar beets and produce more than one billion pounds of sugar.

Union members at Michigan Sugar also process sugar beets into molasses and dry pulp products, both of which are sold as livestock feed.

Pictured here are hardworking members of Local 260G at the Caro Michigan Sugar plant and Local 262G at the Croswell facility.



L. 262G member Lyn VanCamp, L. 262G Pres. Dan Bostick and member Chuck Luzier.



L262G Vice Pres. Luke Schroeder and Fin. Secy.-Treas. Dave Worden



L. 260G member Jordan Garcia



L. 260G member Brandon Englehardt

Local 167G Members at Minn-Dak Win Contract Gains

BCTGM Local 167G (Grand Forks, N.D.) and Minn-Dak Farmers Cooperative reached agreement on a new contract for more than 300 workers at the company's Wahpeton, North Dakota sugar beet processing mill. Minn-Dak workers at the Wahpeton facility process sugar beets into sugar and related sugar products for domestic sale and for industrial users like snack, candy and baking companies.

According to Local 167G Business Agent/President John G. Risky, the negotiations were tough, but the Union held firm with its proposals. "Our hard-working members, who worked as 'essential' workers during the pandemic, wanted a settlement that would reward them for their dedication and hard work. This settlement achieved that."

The new agreement includes a significant wage increase spread throughout the term of the contract, additional wage increases for select job classifications, an additional level of vacation leave, a modification of the sick leave policy, limited health insurance premiums, and provisions that modify other contract language.

Negotiations were led by BCTGM International Representative Jason Davis. The negotiating team included Risky, Chief Steward Jeremy Miller, Assistant Chief Steward Cody Wenzel and Unit 405 Vice President Gary Defries.

Minn-Dak serves sugar beet growers in the Red River Valley of Minnesota, North Dakota, and South Dakota. Minn-Dak Farmers Cooperative is owned by its farmer/members, a group of some 480 sugar beet growers. Founded in 1972, its customers include industrial users such as confectioners, cereal manufacturers and bakeries.



L. 167G members rally outside of the Minn-Dak sugar beet processing mill in Wahpeton, N.D. prior to contract negotiations.

AMERICAN CRYSTAL SUGAR Members

After months of negotiations, more than 1,000 members employed by American Crystal Sugar at multiple beet sugar processing facilities throughout the Red River Valley of North Dakota ratified a new four-year agreement.

RATIFY New Agreement



Negotiations were led by Midwest Vice President Brad Schmidt, and assisted by Local 167G (Grand Forks, N.D.) Business Agent/President John Risky, Local 265G (Chaska, Minn.) President Corey Mahnke, Local 267G (Crookston, Minn.) President

Derek Brekken, Local 269G (Mason City, Iowa) President Kyle Pixley and Local 372G (Hillsboro, N.D.) President Jason Erikson. The full negotiating committee included principal officers and representatives from each American Crystal Sugar location.

Local 83 Members Make Disn

More than 140 BCTGM Local 83 members (Buena Park, Calif.) at Disneyland Park's Candy Palace and Candy Kitchen in Anaheim, Calif. make a wide variety of old-fashioned confections daily.

Large windows into the Candy Kitchen provide a glimpse into how Union members make Disneyland's famed chocolate and candy covered apples, English toffee, fudge, chocolate-covered strawberries, and much more.

In the candy making kitchen, Local



Patty Koehn



Nancy Jauregui



Megan Hayes, Francheska Roman and Erica Espinosa



Dee Dee Miranda and Margie Bursiaga



Casie Jen, Emily Wu and Johana Tovar



Maryam Mahvelati

eyland a Sweet Place to Be

83 members use copper kettles to make caramel, melt chocolate and then use it to make pan candy like Rocky Road and other chocolate barks.

Disneyland's famous 18-inch handmade holiday candy canes are also made by Local 83 members every holiday season. From

mixing the ingredients to hand-pulling, rolling, and twisting the candy into traditional canes, Union candy makers only make a limited number of candy canes that are sold only at Candy Palace and Candy Kitchen in Disneyland.

Pictured on these pages are the dedicated Local 83 candy makers at Disneyland California.

Shop Steward
Leticia Gutierrez



Shop Steward Jeremy Iniestra,
Momo Villegas and L. 83 Rec.
Secy. Rose Gonzalez



Erika Espinoza



Candy Apples sold at the park
are made by L. 83 members
in the Candy Kitchen.



Candy makers use large copper
kettles to make caramel for the many
confections they create each day.



Jordan Kendall Felis
and Stephanie Fexas



Announcing the 2022 Winners of the *David B. Durkee Memorial Scholarship*

The BCTGM International proudly announces the winners of the 2022 David B. Durkee Memorial Scholarship Program. The International Union awards five \$5,000 scholarships to the children of Union members. The 2022 winners were chosen from a total of 45 applicants.

The BCTGM International Scholarship Program is an example of the Union's commitment to higher education at a time when college costs

continue to soar out of reach for many working families. Since 1962, the International has helped fulfill the educational dreams of students representing BCTGM families throughout North America.

The program was renamed in 2020 as a tribute to the legacy of President David Durkee and the high value he placed on learning and education.



Abigail Clem, daughter of Local 347G (Danville, Ill.) member Keith Clem, who works at Quaker Oats. Abigail will attend Indiana State University in Terre Haute, Ind.



Chloe Clair, daughter of Local 403 (Kingston, Ontario, Canada) member Gerard Clair, who is employed at Weston Foods. Chloe will attend Queen's University in Kingston, Ontario.



Mariah Martinez, daughter of Local 117G (Shawnee, Okla.) member Alec Harper, who works at Shawnee Milling. Mariah will attend Oklahoma State University in Stillwater, Okla.



Findlay Drabant, daughter of Local 244 (Milwaukee, Wisc.) member Joe Drabant, who works at The Masterson Company. Findlay will attend the University of Minnesota Twin Cities in Minneapolis.

Emily Sosa-Hernandez, daughter of Local 31 (Long Beach, Calif.) member Maria Sosa-Hernandez, who is employed at Albertsons/Vons. Emily will attend the University of California in Irvine, Calif.





BCTGM Family Members Awarded 2022 Union Plus Scholarship

**Two children of BCTGM members
have been awarded BCTGM
Power/ Union Plus scholarships.**

Union Plus has awarded \$200,000 in scholarships to 189 students representing 38 Unions, including two winners representing the BCTGM. This year's group of scholarship recipients includes university, college, and trade or technical school students from 35 states, the District of Columbia, and one U.S. territory.

The BCTGM winners are:

- **Kennedy Kreger of Battle Creek, Michigan.** Kreger, whose father, Damion Kreger, is a member of BCTGM Local 3G (Battle Creek) employed by Kellogg's, has been awarded a \$1,000 scholarship.
- **McKenna Logan of Palmyra, Pennsylvania.** Logan, whose father, Thomas Logan, is a member of BCTGM Local 464 (Hershey, Pa.) employed by Hershey Chocolate, has been awarded a \$500 scholarship.

Since 1991, the Union Plus Scholarship Program has awarded more than \$5.2 million to students of working families who want to begin or continue their post-secondary education. at Central State University (CSU).

Applications for the 2023 Union Plus Scholarship are now available online at [Unionplus.org](https://unionplus.org). The deadline to apply is January 31, 2023.

BCTGM ON STRIKE!

Printed in the U.S.A.

“Solidarity occurs when our members understand they are **fighting for something bigger**. They are fighting for all of their BCTGM brothers and sisters. They are fighting for all working people who deserve **dignity and respect on the job.**”

– BCTGM International President
Anthony Shelton

CEDAR RAPIDS, IOWA

On August 1, approximately 120 members of BCTGM Local 100G (Cedar Rapids, Iowa) went on strike against Ingredion Corporation in Cedar Rapids, Iowa.

The company is attempting to gut seniority rights, outsource bargaining unit jobs and make drastic changes to benefits and working conditions, including work hours and scheduling.

4 Ways to Support
the Ingredion Strike



bit.ly/IngredionStrike

4 Ways to
Support the
Corn Nuts
Strike

[bit.ly/
CornNutStrike](http://bit.ly/CornNutStrike)



FRESNO, CALIFORNIA

On August 16, approximately 40 members of BCTGM Local 85 (Sacramento, Calif.) went on strike against Hormel Foods at the company's Fresno, Calif. Corn Nuts production facility.

The company has imposed changes to the workers' health insurance plan without negotiating with Local 85. These changes have caused massive increases in costs for BCTGM members and their families.

